

# ROSA DeLAURO

Ranking Member, House Appropriations Committee & Subcommittee on Labor, Health and Human Services,  
Education, and Related Agencies

## THE PAYCHECK FAIRNESS ACT

The Paycheck Fairness Act would eliminate loopholes in the Equal Pay Act, helping to break harmful patterns of pay discrimination and strengthening workplace protections for women. It is a reasonable and comprehensive bill that would combat the wage discrimination that has plagued the nation for decades.

The Equal Pay Act of 1963 made it illegal for employers to pay unequal wages to men and women who perform substantially equal work. The Equal Pay Act and the civil rights laws that followed helped change the workplace and began to combat wage inequality, but these laws have not closed the persistent gap between women's and men's wages.

Across all workers in the United States, including those working part-time or part of the year, on average, women earn 77 cents for every dollar paid to men, resulting in a gap of \$11,782 each year. The gap exists in every state, regardless of geography, occupation, education, or work patterns.

And it is worse for women of color: Compared to white men, Black women are paid 64 cents, Latina women are paid 54 cents, Native American women are paid 51 cents, and Asian American and Pacific Islander women are paid as little as 80 cents. For a woman working full-time year-round, the current wage gap represents a loss of nearly \$400,000 over the course of her career.

### **FOR EMPLOYEES, THE PAYCHECK FAIRNESS ACT WOULD:**

- Protect against retaliation for discussing salaries with their coworkers;
- Prohibit employers from screening job applicants based on their salary history or requiring salary history during the interview and hiring process;
- Require employers to prove that pay disparities exist for legitimate, job-related reasons;
- Provide employees who file sex-based wage discrimination claims under the Equal Pay Act with the same remedies as are available to employees who file race- or ethnicity-based wage discrimination claims under the Civil Rights Act;
- Remove obstacles in the Equal Pay Act to facilitate employees' participation in class action lawsuits that challenge systemic pay discrimination; and
- Create a negotiation skills training program for women and girls.

### **FOR EMPLOYERS, THE PAYCHECK FAIRNESS ACT WOULD:**

- Recognize excellence in pay practices; and
- Provide assistance to businesses of all sizes that need help with their equal pay practices.

### **FOR ENFORCEMENT AGENCIES, THE PAYCHECK FAIRNESS ACT WOULD:**

- Help ensure the Department of Labor (DOL) uses the full range of investigatory tools to uncover wage discrimination, including collecting federal contractors' wage data;
- Direct the Equal Employment Opportunity Commission to conduct a survey of available wage information to assist federal agencies in enforcing wage discrimination laws and creating a system to collect wage data; and
- Instruct DOL to conduct studies and review available research and data to provide information on how to identify, correct and eliminate illegal wage disparities and to collect federal contractors' wage data

**U.S. HOUSE  
SPONSOR**

Rosa DeLauro (D-CT-03)

**U.S. SENATE  
SPONSOR**

Patty Murray (D-WA)